

CONTRACT TO SERVE AS SUPERINTENDENT OF SCHOOLS
WEST ST. FRANCOIS COUNTY R-IV SCHOOL DISTRICT

This agreement is entered this 1st day of July, 2008, between the Board of Education of the West St. Francois County R-IV School District and Mr. Stacy Stevens, Superintendent.

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as Superintendent of the District's Schools, for a period of three (3) years, from the 2008-2009 school year through the 2010-2011 school year, subject to the provisions of this agreement.

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall at all times during the term of this agreement possess a valid certificate enabling him to serve as a superintendent of schools in the State of Missouri.

The Superintendent shall have responsibility for the administration of the schools of the District under the direction of the Board, and shall act as chief executive officer of the District. As such, he or she shall be directly responsible for the selection, direction, and assignment of the administrative staff, teachers, and other employees in the manner which most efficiently and effectively accomplishes the educational mission of the District, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the State of Missouri, and shall perform his or her duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations, and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of superintendent or that may be assigned by the Board.

The Superintendent agrees to devote his/her full time, skill, labor, and attention to his/her employment during the term of this contract, and will not engage in any pursuit, which interferes with the proper discharge of his/her duties. However, subject to the foregoing, the Superintendent will be permitted to make presentations at educational conferences and to teach at local colleges and universities.

3. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of the Missouri Association of School Administrators, including the local district and state organizations, and the American Association of School Administrators, at District expense, and may attend educational programs offered through such organizations at District expense. The Superintendent may become a member of such other organizations as he or she may deem appropriate at District expense if approved by the Board. Unless directed otherwise by the Board, the Superintendent may participate in any other educational program at district expense within amounts budgeted for such

purposes if, in his or her discretion, such participation is in the best interest of the District. The annual budget submitted by the Superintendent shall include amounts necessary for purpose of this paragraph.

4. **COMPENSATION.** That, in consideration of an annual salary of \$110,000.00 for the 2008-2009 contract year, a salary from \$110,000.00 to \$175,000.00, the exact amount to be determined, based on performance, by the Board for the 2009-2010 contract year, and a salary of from \$110,000.00 to \$175,000.00, the exact amount to be determined, based on performance, by the Board for the 2010-2011 contract year.

5. **EVALUATION.** The Board of Education shall devote a portion or all of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his or her performance under the applicable guidelines for performance based evaluation available through the Department of Elementary and Secondary Education, or under another evaluation method agreed upon by the Superintendent and the Board.

6. **BENEFITS.** The Superintendent shall be entitled to all of the benefits applicable to certified employees, and in addition shall be entitled to the following benefits:

- (1) **VACATION.** The Superintendent shall be entitled to fifteen (15) days paid vacation during each year of this agreement, exclusive of weekends and legal holidays. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for use during the next year up to a maximum of fifteen (15) days.
- (2) **EXPENSE REIMBURSEMENT.** The Superintendent shall be reimbursed by the Board of Education for reasonable and necessary expenses incurred in the performance of his or her duties.
- (3) **DEFENSE AND INDEMNIFICATION.** The District shall defend, indemnify and hold the Superintendent harmless for legal actions brought against the Superintendent arising out of his employment with the District based upon acts within the scope of employment, excluding criminal litigation and any defense or indemnification that the District cannot provide under State Law. In no case shall individual Board Members become personally responsible for any obligation to the Superintendent under this paragraph.
- (4) **TRANSPORTATION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned 4-wheel drive vehicle for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents, and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle. Therefore, the Board will reimburse the Superintendent

- for the business use of said vehicle. The Superintendent shall submit appropriate substantiation of all business expenses incurred.
- (5) **TUITION REIMBURSEMENT.** The Superintendent shall be reimbursed by the Board of Education 50% of the tuition paid toward his Doctorate Degree for the length of this contract.
- (6) **PHYSICAL EXAMINATION.** The Superintendent does hereby agree to have a comprehensive medical examination not less than once every two years, and not more often than once each year; that a statement certifying the physical competency of the Superintendent shall be filed with the Secretary of the Board of Education and treated as confidential information by the Board, and the cost of said medical examination shall be paid by the Board.
- (7) **HEALTH INSURANCE - FAMILY COVERAGE.** The Board shall, at the option of the Superintendent, pay for the cost of participation of the Superintendent's spouse and eligible dependents in any plan of group health insurance provided by the District.

7. TERMINATION - FOR CAUSE. This contract may be terminated, following written notice and an opportunity for a hearing, for cause, including failure to comply with the terms of this contract or any cause for which the contract of a permanent teacher may be terminated. Except in the case of alleged immoral conduct or criminal acts, the Superintendent shall be given written notice of causes that may result in termination if not corrected, at least sixty (60) days before charges are filed, and an opportunity to address the problem areas identified in the written notice. Following termination of this contract by the Board of Education, no further salary shall be payable. The Superintendent may be suspended with pay pending the decision of the Board. The hearing shall be conducted as otherwise required by law.

8. SATISFACTION OF CONTRACT. The Board of Education may completely discharge its obligations under this agreement at any time by paying to the Superintendent all of the contracted salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

9. RETIREMENT. The Superintendent may, by giving a minimum of ninety (90) days written notice to the Board prior to the end of any school year, retire effective upon the completion of such school year during the term of this agreement and terminate this agreement effective upon such date. In order to exercise this option, the Superintendent must be eligible to receive full or applicable 25 years reduced benefits under the Teacher Retirement System. If, following retirement under this section, the Superintendent accepts employment as a school administrator in another district for a period covered under this agreement, the Superintendent shall pay to the District, as liquidated damages and not as a penalty, an amount equal to the salary payable for such period.

10. **MOVING EXPENSES.** The Board shall pay the reasonable and necessary expenses of the Superintendent to move his or her furnishings and furniture from the Superintendent's present residence to a new residence in the District, including, if necessary, the cost of temporary housing.

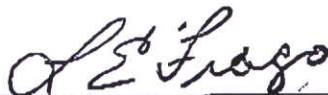
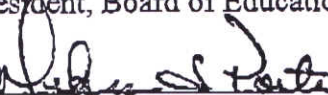
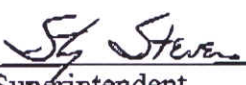
11. **CONTRACT EXTENSION.** By February 1 of each year that this agreement remains in effect, the District shall notify the Superintendent of whether it intends to extend this agreement for an additional school year, under the same terms and conditions, subject to modification of the salary for such additional year. Each year that this agreement remains in effect, the Board may extend this agreement for an additional period of one year without the necessity of an additional writing by motion approved by a majority of the Board of Education recorded in the minutes. If no compensation for the period of the extension is stated in the motion, then it shall be deemed to be the amount provided for the year immediately preceding the extension. The Superintendent may accept the extension of the contract by indicating his or her acceptance in a signed writing, delivered to the Board President prior to July 1, or may propose different terms prior to such date. The terms of the extension agreed upon may be reduced to writing in the form of an addendum and signed by the parties. A motion to extend this agreement, following approval by a majority of the Board, may not be rescinded or reconsidered without the written consent of the Superintendent.

12. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.

13. **BOARD AUTHORIZATION AND SIGNATURES.**

BY ORDER OF THE BOARD OF EDUCATION, the District has approved this contract by majority vote of the Board of Education on the date first above written, and the Superintendent has accepted by signing below.

WEST ST.FRANCOIS COUNTY R-IV SCHOOL DISTRICT

BY:	<u></u>	<u>6-30-08</u>
	President, Board of Education	Date
Attest:	<u></u>	<u>6-30-08</u>
	Secretary	Date
	<u></u>	<u>6/30/2008</u>
	Superintendent	Date